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Salisbury City Council Appoints Interim City Manager to Ensure Smooth City Management Transition

Springstead and Associates to Assist with Recruitment and Selection Process in New City Manager Search

Salisbury, NC_July 19, 2011 – Through unanimous vote, the Salisbury City Council has appointed Assistant City Manager Doug Paris as Interim City Manager for the City of Salisbury. Paris will lead the City during the transition period following the retirement of City Manager David Treme on August 1, 2011. Treme's retirement became public on June 7 following more than 25 years of dedicated service at the City's helm and more than 36 years in local government management. In support of the transition, Council has entered into an agreement with Springstead and Associates to assist with the recruitment and selection process for the next City Manager of Salisbury. Human Resources Director Zack Kyle will assist the Salisbury City Council throughout the hiring process.

Mayor Susan Kluttz said, "We were extremely fortunate to have had three very qualified candidates apply for the Interim position and feel strongly that any one of these individuals would do an excellent job for our City. I am pleased to announce that Assistant City Manager Doug Paris has been named the Interim City Manager for the City of Salisbury. One of Dave Treme's greatest strengths was to have qualified leaders in place to help lead our organization and to assist in managing the functions of our City. As Doug has worked closely with our City Manager each day, I feel confident that his leadership will help ensure a smooth transition for our City and enable Salisbury to continue as an outstanding example of local government management. In addition, our Salisbury City Council has worked directly with Doug on City Council Goals and Outcomes and we have consistently relied on his leadership as Salisbury's State Liaison for Intergovernmental Affairs. He has proven to be an outstanding member of the management team, earning the trust and respect of the Council with an extensive knowledge of municipal government. I have full confidence in Doug's ability to lead our City during this interim period."

Salisbury City Council Members echoed the Mayor's support for Assistant City Manager Paris in his newly appointed role as Interim City Manager. Mayor Pro Tem Maggie Blackwell said, "Doug is an amazingly intelligent and perceptive man and his work ethic is impeccable. I am confident he will do an excellent job in this demanding role. I appreciate his willingness to step up to the plate."

Councilman William "Pete" Kennedy said, "Doug is an innovative thinker and he has extensive knowledge of Public Administration. He has excellent experience in working

with state legislators and we look forward to having him serve as our Interim City Manager. Doug is a rising star to be a city manager.”

Councilman Paul Woodson said, “Doug is a very enthusiastic, hard-working, and intelligent young man with a lot of hustle, who doesn’t mind rolling up his sleeves and getting the job done.”

Councilman Brian Miller said, “Salisbury is very fortunate to have a person such as Doug Paris and the many talents that he brings to the table. Doug has proven his value to us through many past endeavors. This appointment is an excellent opportunity for Doug to gain from experience during this interim role and I am extremely pleased that he is committed to staying in Salisbury.”

Paris is an honors graduate of UNC Chapel Hill and possesses a Bachelor of Arts Degree in Political Science. He holds a Masters Degree in Public Administration from Chapel Hill’s School of Government. In addition, he is a graduate of the University of Virginia’s LEAD (Leading, Educating, And Developing) Management Program offered through the Weldon Cooper Center for Public Service. Paris said, “I am very grateful for the opportunity to serve Salisbury in this capacity during an important transition in our community’s leadership.” Paris, a Salisbury-native, returned to Salisbury following his educational pursuit and served as the very first Assistant to the City Manager for Salisbury. He was later promoted to the role of Assistant City Manager. Paris’ civic involvement includes both the Salisbury Rotary Club and the Rowan County United Way. He is married to wife Melissa, who is employed as a Physician’s Assistant with Salisbury Pediatrics. Paris enjoys cycling, hiking, and outdoor activities.

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